

2018 Occupational Safety and Health Promotion Plan

1. Basic policies:

The Oji Group will promote activities with the target of zero work-related accidents across the entire Group with safety as its absolute top priority.

2. Slogan :

Always Follow the Rules and Ensure that Others Follow the Rules to Prevent Fatal and serious Accidents

3. Key Targets(Targets of the entire Oji Group) :

Achievement of zero fatal and serious work-related accidents

4. Key Measures :

Almost all the accidents that occurred within the Group resulted from four causes: being caught in a machine or rolled over by a machine, falling, being crushed, and contact with harmful material. In 2018, to surely achieve zero fatal and serious work-related accidents, we will take the following key measures as the entire Group (including safety Cooperative companies).

1) Measures for preventing fatal and serious work-related accidents

(1) Take recurrence prevention measures and implement risk assessment for each classification of work-related accidents.

Seek to improve worker awareness based on the principle of intrinsic safety and make machines safer with risk assessments.

- ① Accidents caused by being caught in machine or rolled over by a machine
- ② Accidents caused by falling
- ③ Accidents caused by being crushed
- ④ Accidents caused by contact with harmful material

(2) Prevent similar accidents by conducting case studies using previous fatal and serious accidents

Hold a review meeting about the causes based on fatal and serious accident cases including other companies and other plants, and share the results horizontally within the workplace.

2) Reform the workplace safety culture

(1) At a safety meeting held by each workplace, supervising managers and subordinates shall discuss the issues and problems through the eyes of workers. These meetings shall lead to the reform of the workplace culture so that workers are focused on working safely on a variety of tasks in their workplace.

(2) In the event of accidents (including safety Cooperative companies), thoroughly investigate the reasons and backgrounds of the accidents by examining the thoughts of each person involved, and execute fundamental measures.

(3) Ensure that new managers undergo training for safety officer, and new supervisors undergo training for safety workplace foremen.

(4) Legal work chiefs(operation chiefs) shall reconfirm their roles and fulfill their duties.

3) Management of physical and mental health, and improvement and maintenance of the workplace environment

(1) Thorough practice of disease prevention, early detection of disease, and treatment thereof through regular health checkups, special health checkups, and specific screenings and health guidance

(2) Ongoing practice of measures to promote mental health (dealing with self-care, care by the workplace superiors, care by professional organizations, Oji global healthcare support, creation of a stress check system)

(3) Prevent damage to physical and mental health as a result of overwork by reforming the way of working.

(4) Improvement and maintenance of workplace environments, including measures to prevent heat stroke